

## INTERNATIONAL CITY MANAGERS' ASSOCIATION

1313 EAST 60TH STREET - CHICAGO 37, ILLINOIS

This report was prepared in response to an inquiry from a municipality subscribing to this Service and is distributed to all subscribers. The contents may not be reproduced without permission.

Route To:

Return To:

## PAY RATES FOR SELECTED CITY JOBS IN JANUARY, 1950

What changes were made during 1949 in salaries and wages, the work week, and vacation provisions for municipal employees? What are the pay practices for policemen and firemen who work on general holidays?

Early in January, 1950, the International City Managers' Association sent follow-up inquiries to officials of 66 cities (all but four of less than 100,000 population) who have reported in prior semi-annual salary surveys. At the same time, the Civil Service Assembly sent a similar inquiry to selected cities, mostly over 100,000 population. Returns were received from 97 of the 99 cities listed in MIS Report No. 63 issued in April, 1949. In addition one city, Clarksburg, West Virginia, has been added for this summary. The pay changes that were made during 1949 in these 98 cities are summarized below, first for the cities below 100,000 and then for the cities over 100,000.

Trend in Pay Rates for 20 Jobs in 1949. Fewer cities raised the pay for all their employees in the second half of 1949 than during the same periods in 1948 and 1947. Only eight cities below 100,000 population raised salaries for all employees in the second half of 1949 as compared with 35 cities in 1948, and 37 cities in 1947. Furthermore, a slowing up of pay increases is indicated from the 20 jobs surveyed in this report. Pay rates of the 20 jobs were raised in only 24 to 42 per cent of the cities reporting for each job, a marked contrast to the 71 to 87 per cent for 1948. For example, only 35 per cent of the reporting cities raised policemen's pay in 1949 as compared with 83 per cent of such cities raising policemen's pay in 1948.

Methods of Pay Increases. City officials were asked to report the methods used in raising salaries and wages between July 1, 1949, and January 1, 1950. The method used in the eight cities that increased practically all pay rates during the last half of 1949 are as follows:

1. Consumers' Price Index--Phoenix, Ariz., granted increases to all employees in October, 1949, based on the consumers' price index (formerly the "cost-of-living index") of \$4.05 per month to salaried employees and two cents an hour for wage employees. Approximately 20 cities in the United States have adopted cost-of-living pay adjustment plans. MIS Report No. 45 issued in November, 1947, analyzes the cost-of-living ordinances of 20 cities and the methods of administering the plan.

2. Flat Amounts For All Employees--Pittsburg, Calif., \$10; Northampton, Pa., \$10 to all employees except laborers, \$5; Verdun, Quebec, \$4 per week increase at the maximum of pay ranges for salaried employees, five cents an hour for wage employees, and small increases in the pay ranges of policemen plus \$4 per week increase at the maximum; and Columbus, Ga., \$20 per month.

3. Percentage Increases--Clarksburg, W. Va., 10 per cent; Brattleboro, Vt., 4 per cent; and Albert Lea, Minn., 2 per cent for employees having one year of service as of January 1, 1950.

(Over)



4. Miscellaneous Pay Changes--In addition to the general pay increases in eight cities described above, 11 cities granted increases to certain employee groups, provided for merit and length of service increases, or made adjustments in the pay ranges of a few classes of positions: Austin, Tex.; Berkeley, Calif.; Durham, N.C.; Eugene, Ore.; Fargo, N.D.; Fort Lauderdale, Fla.; Grand Junction, Colo.; Pontiac, Mich.; Sarasota, Fla.; Shawinigan Falls, Que.; and Winnetka, Ill.

Pay Raises in Cities Over 100,000 in 1949. The Civil Service Assembly did not request cities to supply data on the extent of their pay increases in 1949 but inspection of the returns shows that 28 out of the 30 cities over 100,000 population increased pay rates between January 1, 1949 and January 1, 1950 for one or more of the 20 jobs reported. Thirteen of these 30 cities reported increases for one-half or more of the jobs covered in this survey: Akron, Buffalo, Charlotte, Detroit, Flint, Hartford, Jacksonville, Louisville, New Orleans, Portland (Oregon), Sacramento, St. Paul, and San Francisco. The Milwaukee cost-of-living salary increment plan was adjusted downward for 1950 by \$10.26 per month. This was offset, however, by the addition of a flat \$10 per month to the base salary of each employee (See January, 1950, Public Management, p. 15).

Work Week. Seven of the 64 cities reporting to ICMA for this survey changed the work week for all or some of their employees. In New London, Conn., the firemen's work week was reduced from 72 to 56 hours and in Portland, Me., from 84 to 74 hours. Pasadena reduced the work week for policemen from 44 to 40 hours. In Chico, Calif., the city clerk's office went on a five-day week. Pontiac, Mich., plans to establish a 40-hour week for all employees (except police and fire); in the meantime department schedules have been cut to a basic work week of 45 hours or less. In Winnetka, Ill., all departments except police and fire have been reduced from 44 to 40 hours per week, and firemen have been reduced from 78 to 72 hours per week. In Eugene, Ore., the employees work alternate Saturday mornings on a skeleton staff basis.

Vacations. Two calendar weeks is the typical vacation allowance for all 20 positions in 97 of the 98 cities. Individual cities report vacation leaves from 10 to 14 days, which are assumed to be two weeks. Where a five-day week is in effect, "15 days" may be three weeks; in other cities it may be 15 calendar days. For some occupations, (firemen and the labor jobs) a few cities grant allowances different from the norm. Laborers, for example, in 58 cities reporting, have two weeks' vacation in 49 cities and one week vacation in nine cities. Only four cities increased the vacation allowances for employees in 1949. Cushing, Okla., raised the vacation of hourly paid employees from seven to 14 days per year. Sewickley, Pa., now grants employees with 15 or more years' service three weeks vacation. In Verdun, Que., vacations for policemen and firemen were increased from 14 to 15 days, and in Portland, Me., for firemen only from 16 to 21 days.

Holidays for Policemen and Firemen. The cities reporting to ICMA were asked for the first time to report how they paid policemen and firemen for work done on general holidays such as Christmas, New Year's Day, Labor Day, and so forth. Of the 58 cities reporting, 23 grant compensatory time off to both policemen and firemen for holiday work; four cities pay both groups extra salary; three cities allow extra vacation for both groups; seven cities use variations of compensatory time off, extra pay, and additional leave or grant such benefits to only one of the two groups; and 21 cities make no provision for policemen and firemen who work on holidays.



Presentation of Data. The names of all the 98 cities reporting wage rates for one or more jobs in this report are listed alphabetically within population groups on page 402. Pay rates, as reported by these cities, for 20 positions are listed on pages 403 to 422 of this report with cities listed by geographic regions. Not all cities reported on each job because officials were requested to report pay rates only if they had a job comparable to the job description given at the top of each sheet.

Underlined pay rates indicate that such rates are higher than amounts paid on January 1, 1949, as shown in MIS Report No. 63 for April, 1949. An asterisk indicates that comparable data were not reported in MIS Report No. 63. Cities reporting pay changes during the first half of 1949 were listed in MIS Report No. 68 issued in September, 1949.

The starting pay rate and the top rate for each job together with the number of hours in the work week and number of days vacation allowed with pay are shown for each job. Pay rates are given on a monthly basis except for the letter "w" which follows some pay rates which indicates weekly pay, "h" hourly rate, and "d" daily rate. The rates for "Laborer" on page 410 are hourly except where otherwise indicated ("m" for monthly, "w" for weekly, and "d" for daily).

Use of Data. In determining the adequacy of a given pay rate in a particular city it is more important to know what other cities of comparable size in the same general area are paying than it is to compare the rate with an average rate paid by cities unlike in size, type, and geographic location (see 1949 Municipal Year Book, pp. 50ff., for economic classification of all cities over 10,000). For this reason no attempt is made here to present average or median pay rates for cities reporting in the survey.

In making salary comparisons it is important also to keep in mind the vacation and sick leave policy, number of hours in the work week, type of retirement plan in effect, and other related matters such as the length of service and the quality and quantity of work performed. (Data on working conditions in each city over 10,000 are reported in the Municipal Year Book.)

The positions covered in this report are perhaps among the most standardized jobs in local government. The pay rate information for these jobs will be useful in determining other pay levels in the municipal service. For example, if adequate pay for a junior draftsman is determined to be \$200 per month it is not difficult to determine the rate of pay for the next higher or next lower position.

#### LIST OF 20 JOBS COVERED

	Page		Page
Junior Clerk.....	403	Heavy Equipment Operator.....	413
Junior Typist-Clerk.....	404	Automobile Mechanic.....	414
Junior Stenographer-Clerk.....	405	Junior Draftsman.....	415
Telephone Operator.....	406	Junior Civil Engineer.....	416
Bookkeeping Machine Operator..	407	Junior Librarian.....	417
Bookkeeper.....	408	Playleader.....	418
Junior Accountant.....	409	Fireman.....	419
Laborer.....	410	Policeman.....	420
Labor Foreman.....	411	Building Inspector.....	421
Truck Driver.....	412	Plumbing Inspector.....	422

(Over)



City	Pop. (in thousands)	City	Pop. (in thousands)
<u>Over 500,000</u>		<u>25,000 to 50,000</u>	
Buffalo, N. Y.....	576	Alexandria, La.....	27
Detroit, Mich.....	1,654	Bakersfield, Calif.....	32
Milwaukee, Wis.....	587	Beloit, Wis.....	25
Pittsburgh, Pa.....	672	Clarksburg, W. Va.....	31
San Francisco, Calif.....	827	Colorado Springs, Colo.....	37
St. Louis, Mo.....	816	Elmira, N. Y.....	45
		Fargo, N. D.....	33
<u>250,000 to 500,000</u>		High Point, N. C.....	38
Atlanta, Ga.....	302	New London, Conn.....	30
Columbus, Ohio.....	306	Paducah, Ky.....	34
Dallas, Tex.....	295	Sioux Falls, S. D.....	41
Houston, Tex.....	385	Teaneck, N. J.....	25
Kansas City, Mo.....	399	Tucson, Ariz.....	37
Louisville, Ky.....	319	University City, Mo.....	33
New Orleans, La.....	495	Watertown, N. Y.....	33
Oakland, Calif.....	401		
Portland, Ore.....	305	<u>10,000 to 25,000</u>	
St. Paul, Minn.....	288	Albert Lea, Minn.....	13
San Diego, Calif.....	363	Ames, Iowa.....	12
Seattle, Wash.....	434	Ashtabula, Ohio.....	21
		Atchison, Kan.....	13
<u>100,000 to 250,000</u>		Auburn, Me.....	20
Akron, Ohio.....	246	Bend, Ore.....	10
Bridgeport, Conn.....	147	Boulder, Colo.....	13
Cambridge, Mass.....	111	Bremerton, Wash.....	15
Charlotte, N. C.....	101	Carlisle, Pa.....	14
Flint, Mich.....	152	Eugene, Ore.....	21
Hartford, Conn.....	166	Ft. Lauderdale, Fla.....	18
Jacksonville, Fla.....	173	Grand Junction, Colo.....	12
Miami, Fla.....	172	Kingsport, Tenn.....	14
Norfolk, Va.....	231	Lakeland, Fla.....	22
Oklahoma City, Okla.....	204	Laramie, Wyo.....	11
Sacramento, Calif.....	120	Mamaroneck, N. Y.....	13
Tampa, Fla.....	108	Marquette, Mich.....	16
		Painesville, Ohio.....	12
<u>50,000 to 100,000</u>		Pittsburg, Calif.....	11
Amarillo, Tex.....	52	Portsmouth, N. H.....	15
Austin, Tex.....	88	Rock Hill, S. C.....	15
Berkeley, Calif.....	85	Sarasota, Fla.....	11
Columbus, Ga.....	53	Traverse City, Mich.....	14
Covington, Ky.....	62	Winnetka, Ill.....	12
Durham, N. C.....	60		
Fresno, Calif.....	63	<u>5,000 to 10,000</u>	
Kalamazoo, Mich.....	54	Brattleboro, Vt.....	9
Lincoln, Neb.....	82	Cedartown, Ga.....	9
Madison, Wis.....	57	Chico, Calif.....	9
Pasadena, Calif.....	82	Cushing, Okla.....	7
Phoenix, Ariz.....	65	Harrisonburg, Va.....	9
Pontiac, Mich.....	67	Murfreesboro, Tenn.....	9
Portland, Me.....	74	Northampton, Pa.....	9
Roanoke, Va.....	69	Rockland, Me.....	9
St. Petersburg, Fla.....	61	Sewickley, Pa.....	6
Stockton, Calif.....	58	<u>Canadian Cities</u>	
		La Tuque, Que.....	10
		Shawinigan Falls, Que.....	23
		Verdun, Que.....	69



## JUNIOR CLERK

Performs beginning level clerical work of a varied nature; sorts and distributes mail; addresses, stuffs, and stamps envelopes; posts simple data and keeps standard office records; as required, operates standard office equipment such as Mimeograph and Ditto and adding machines; makes simple arithmetical computations.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo. Start	Top			Per Mo. Start	Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	30w*	...	39-12	Covington, Ky.	196	196	40-10
Bridgeport, Conn.	135	157	35½-12	Kingsport, Tenn.	110	165	44-14
Cambridge, Mass.	128*	174*	37½-14	Louisville, Ky.	125	152	39-12
Hartford, Conn.	35w	42w	35-10	Paducah, Ky.	155	155	41-12
New London, Conn.	140	155	40-10				
Portland, Me.	118	129	40-12	<u>West North Central</u>			
<u>Middle Atlantic</u>				Ames, Iowa	165	195	44-14
Buffalo, N. Y.	163	179	38-18	Fargo, N. D.	140	168	41-12
Pittsburgh, Pa.	175	212	40-12	Kansas City, Mo.	110	130	40-10
Teaneck, N. J.	120	180	38-12	Lincoln, Neb.	125	155	41½-12
Watertown, N. Y.	137	157	35½-12	St. Louis, Mo.	190	210	38-18
				Sioux Falls, S. D.	175*	175	44-12
				University City, Mo.	150	170	41-12
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	155	197	41½-11	Alexandria, La.	125	165	40-12
Cedartown, Ga.	165	190	.. -..	Amarillo, Tex.	140*	160	42-15
Charlotte, N. C.	159	168	40-12	Austin, Tex.	125	145	44-12
Clarksburg, W. Va.	180*	180*	44-14	Dallas, Tex.	125	180	44-12
Durham, N. C.	126	158	42-12	Houston, Tex.	125	175	40-12
Harrisonburg, Va.	100	110	39- 7	New Orleans, La.	120	170	35-18
High Point, N. C.	145	170	44-12	Oklahoma City, Okla.	150	160	44-15
Jacksonville, Fla.	150	190	40-12				
Miami, Fla.	143	179	41-10	<u>Mountain</u>			
Norfolk, Va.	125	150	40-18	Colorado Sprgs., Colo.	131	156	44-12
Roanoke, Va.	...	145*	41-12	Phoenix, Ariz.	198	228	40-15
St. Petersburg, Fla.	145	170	40-14				
Tampa, Fla.	151	179	41-12	<u>Pacific</u>			
<u>East North Central</u>				Bakersfield, Calif.	168*	210*	38-12
Akron, Ohio	145	160	40-12	Berkeley, Calif.	160	180	40-14
Ashtabula, Ohio	150	170	44-12	Bremerton, Wash.	170	220	39-14
Beloit, Wis.	145	170	44-14	Eugene, Ore.	200	225	44-12
Columbus, Ohio	154	165	38½-12	Fresno, Calif.	195	225	40-15
Detroit, Mich.	186	205	40-10	Oakland, Calif.	160	220	37½-10
Flint, Mich.	163	187	41-12	Pasadena, Calif.	170	204	40-10
Kalamazoo, Mich.	150	189	41½-12	Pittsburg, Calif.	219*	219*	40-14
Madison, Wis.	153	183	39-12	Portland, Ore.	185	215	40-10
Marquette, Mich.	148*	178*	39½-12	San Diego, Calif.	142	181	40-15
Milwaukee, Wis.	180	205	40-10	San Francisco, Calif.	170	200	40-10
Painesville, Ohio	...	182	44-14	Seattle, Wash.	185	205	40-12
Pontiac, Mich.	151	181	40-12	Stockton, Calif.	145	181	37 -12
St. Paul, Minn.	148	178	38-15				
Winnetka, Ill.	150	150	40-14	<u>Canada</u>			
				Shawinigan Falls, Que.	23w	28w	35½-12
				Verdun, Que.	25w	39w	35-14

(Over)



## JUNIOR TYPIST-CLERK

Types reports, case records, statements, letters, charts, and other material from copy and rough drafts; performs simple clerical work, such as receiving and distributing mail, checking computations, maintaining mailing lists, operating a Mimeograph, and filing.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Brattleboro, Vt.	33w	39w	38 1/4-14	Covington, Ky.	196	196	40-10
Bridgeport, Conn.	135	157	35 1/2-12	Kingsport, Tenn.	120	185	44-14
Cambridge, Mass.	133*	179*	37 1/2-14	Louisville, Ky.	125	152	39-12
Hartford, Conn.	35w	42w	35-10	Paducah, Ky.	155	155	41-12
New London, Conn.	150	165	40-10	<u>West North Central</u>			
Portland, Me.	118	129	40-12	Fargo, N. D.	140	168	41-12
Portsmouth, N. H.	130*	144*	33-11	Kansas City, Mo.	140*	175*	40-10
<u>Middle Atlantic</u>				Lincoln, Neb.	130	160	41 1/2-12
Buffalo, N. Y.	163	179	38-18	St. Louis, Mo.	190	210	38-18
Pittsburgh, Pa.	150	150	40-12	Sioux Falls, S. D.	153	200	44-12
Sewickley, Pa.	140	208	48-14	University City, Mo.	150	170	41-12
Teaneck, N. J.	120*	180*	38-12	<u>West South Central</u>			
Watertown, N. Y.	137	157	35 1/2-12	Alexandria, La.	100	150	40-12
<u>South Atlantic</u>				Amarillo, Tex.	140*	160	42-15
Atlanta, Ga.	162	197	41 1/2-11	Austin, Tex.	135	155	44-12
Cedartown, Ga.	115	155	....	Cushing, Okla.	100	160	44-14
Charlotte, N. C.	159	171	40-12	Dallas, Tex.	125	170	44-12
Clarksburg, W. Va.	180*	180*	44-14	Houston, Tex.	125	200	40-12
Columbus, Ga.	145	220	44-14	New Orleans, La.	130	170	35-18
Durham, N. C.	126	184	42-12	Oklahoma City, Okla.	150	160	44-15
Harrisonburg, Va.	110	120	39- 7	<u>Mountain</u>			
Jacksonville, Fla.	150	200	40-12	Colorado Sprgs., Colo.	131	156	44-12
Lakeland, Fla.	125	175	44-12	Laramie, Wyo.	150	165	40-14
Miami, Fla.	143	179	41-10	Tucson, Ariz.	186	206	39-15
Norfolk, Va.	125	150	40-18	<u>Pacific</u>			
Roanoke, Va.	...	145*	41-12	Bakersfield, Calif.	168	210	38-12
Rock Hill, S. C.	163	186	42-14	Bend, Ore.	155*	175*	40-11
St. Petersburg, Fla.	145	170	40-14	Berkeley, Calif.	175*	195*	40-14
Tampa, Fla.	151	179	41-12	Eugene, Ore.	180	200	44-12
<u>East North Central</u>				Fresno, Calif.	195	225	40-15
Akron, Ohio	145	160	40-12	Oakland, Calif.	180	230	37 1/2-10
Albert Lea, Minn.	144	158	42-12	Pasadena, Calif.	170	204	40-10
Ashtabula, Ohio	150	175	44-12	Pittsburg, Calif.	192	192	40-14
Beloit, Wis.	150	185	44-14	Portland, Ore.	185	215	40-10
Columbus, Ohio	154	165	38 1/2-12	Sacramento, Calif.	198	238	40-15
Detroit, Mich.	186	205	40-10	San Diego, Calif.	149	190	40-15
Flint, Mich.	163	187	41-12	San Francisco, Calif.	200*	250*	40-10
Kalamazoo, Mich.	150	189	41 1/2-12	Seattle, Wash.	185	205	40-12
Madison, Wis.	153	183	39-12	Stockton, Calif.	153*	191*	37 1/2-12
Marquette, Mich.	148*	178*	39 1/4-12	<u>Canada</u>			
Milwaukee, Wis.	180	205	40-10	La Tuque, Que.	39w*	39w*	44-14
Painesville, Ohio	...	182	44-14	Shawinigan Falls, Que.	23w	28w	35 1/2-12
Pontiac, Mich.	151	181	40-12	Verdun, Que.	25w	34w	35-14
St. Paul, Minn.	148	178	38-15				
Traverse City, Mich.	125	150	41-14				



## JUNIOR STENOGRAPHER-CLERK

Takes and transcribes routine dictation; does general typing and simple clerical work; prepares simple tabulations; keeps time records; occasionally operates duplicating machines and other office appliances.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo. Start	Top			Per Mo. Start	Top	
<u>North East Region</u>							
Auburn, Me.	...	36w	39-14	<u>East South Central</u>			
Bridgeport, Conn.	135	157	35½-12	Covington, Ky.	206	206	40-10
Cambridge, Mass.	138*	183*	37½-14	Kingsport, Tenn.	120	210	44-14
Hartford, Conn.	37w	45w	35-10	Louisville, Ky.	130	158	39-12
New London, Conn.	155	170	40-10	Paducah, Ky.	155	155	41-12
Portland, Me.	129	141	40-12	<u>West North Central</u>			
Rockland, Me.	25w	30w	37-12	Atchison, Kan.	...	130	44-15
<u>Middle Atlantic</u>							
Buffalo, N. Y.	163	179	38-18	Fargo, N. D.	145	174	41-12
Elmira, N. Y.	200	...	35½-14	Kansas City, Mo.	150	180	40-10
Pittsburgh, Pa.	206	206*	40-12	Lincoln, Neb.	135	165	41½-12
Teaneck, N. J.	132*	180*	38-12	St. Louis, Mo.	195	215	38-18
Watertown, N. Y.	137	157	35½-12	Sioux Falls, S.D.	170	188	44-12
<u>South Atlantic</u>							
Atlanta, Ga.	183	225	41½-11	University City, Mo.	155	175	41-12
Charlotte, N. C.	171	180	40-12	<u>West South Central</u>			
Clarksburg, W. Va.	165*	165*	44-14	Alexandria, La.	125	175	40-12
Columbus, Ga.	150	220	44-14	Amarillo, Tex.	160*	195	42-15
Durham, N. C.	126	184	42-12	Austin, Tex.	135	155	44-12
Harrisonburg, Va.	110	125	39-7	Cushing, Okla.	125	175	44-14
Jacksonville, Fla.	150	200	40-12	Dallas, Tex.	130	180	44-12
Lakeland, Fla.	125	175	44-12	Houston, Tex.	130	230*	40-12
Miami, Fla.	149	187	41-10	New Orleans, La.	140	180	35-18
Norfolk, Va.	125	150	40-18	Oklahoma City, Okla.	160	175	44-15
Roanoke, Va.	...	155*	41-12	<u>Mountain</u>			
Rock Hill, S. C.	162*	186*	42-14	Colorado Sprgs., Col.	131	156	44-12
St. Petersburg, Fla.	150	175	40-14	Laramie, Wyo.	150	165	40-14
Sarasota, Fla.	130	150	38-12	Tucson, Ariz.	186	206	39-15
Tampa, Fla.	151	188	41-12	<u>Pacific</u>			
<u>East North Central</u>							
Akron, Ohio	145	160	40-12	Bakersfield, Calif.	168	210	38-12
Ashtabula, Ohio	175	200	44-12	Bend, Ore.	185	210	40-11
Beloit, Wis.	145	185	44-14	Berkeley, Calif.	175	195	40-14
Columbus, Ohio	154	165	38½-12	Bremerton, Wash.	175	250	39-14
Flint, Mich.	163	187	41-12	Eugene, Ore.	180	200	44-12
Kalamazoo, Mich.	150	210	41½-12	Fresno, Calif.	205	235	40-15
Madison, Wis.	162	192	39-12	Oakland, Calif.	195*	245*	37½-10
Marquette, Mich.	148	178	39¼-12	Portland, Ore.	195	220	40-10
Milwaukee, Wis.	180	205	40-10	Sacramento, Calif.	220	264	40-15
Painesville, Ohio	...	204	44-14	San Diego, Calif.	156	200	40-15
Pontiac, Mich.	161	191	40-12	San Francisco, Cal.	200*	250*	40-10
St. Paul, Minn.	160	190	38-15	Stockton, Calif.	181	225	37½-12
Traverse City, Mich.	125	150	41-14	<u>Canada</u>			
Winnetka, Ill.	180*	210*	40-14	Shawinigan Falls, Que.	23w	31w	35½-12
				Verdun, Que.	25w	39w	35-14

(Over)



## TELEPHONE OPERATOR

Operates a branch telephone switchboard and gives routine information to the public; answers telephone calls, places long distance calls, and keeps records of calls and toll charges; does simple clerical or typing tasks.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Bridgeport, Conn.	146	167	35½-12	Covington, Ky.	206	206	40-10
Cambridge, Mass.	165*	208*	37½-14	Louisville, Ky.	130	158	39-12
Hartford, Conn.	39w	47w	35-10				
Portland, Me.	118	129	40-12	<u>West North Central</u>			
				Ames, Iowa	150	175	44-14
<u>Middle Atlantic</u>				Kansas City, Mo.	140	170	40-10
Buffalo, N. Y.	213	229	38-18	St. Louis, Mo.	190	210	38-18
Elmira, N. Y.	...	175*	35-14	Sioux Falls, S. D.	110*	110*	30-12
Pittsburgh, Pa.	200	200	40-12	University City, Mo.	150	170	41-12
Teaneck, N. J.	120	168	38-12				
				<u>West South Central</u>			
<u>South Atlantic</u>				Austin, Tex.	120	160	44-12
Atlanta, Ga.	141	176	42-11	Cushing, Okla.	125	175	44-14
Charlotte, N. C.	191	196	40-12	Dallas, Tex.	140	185	44-12
High Point, N. C.	115	145	44-12	Houston, Tex.	145	225	40-12
Jacksonville, Fla.	175	190	40-12	New Orleans, La.	120	170	35-18
Lakeland, Fla.	125	175	44-12	Oklahoma City, Okla.	150	160	44-15
Miami, Fla.	171	213	41-10				
Norfolk, Va.	180	216	40-18	<u>Mountain</u>			
Roanoke, Va.	175*	...	41-12	Colo. Springs, Colo.	125	150	44-12
St. Petersburg, Fla.	130	155	40-14	Phoenix, Ariz.	213	243	40-15
Sarasota, Fla.	120	140	38-12	Tucson, Ariz.	186	206	39-15
Tampa, Fla.	125	125	48-12				
				<u>Pacific</u>			
<u>East North Central</u>				Bakersfield, Calif.	176	220	38-12
Akron, Ohio	165	180	40-12	Berkeley, Calif.	203	233	40-14
Beloit, Wis.	145	170	44-14	Bremerton, Wash.	150	200	39-14
Columbus, Ohio	194	202	38½-12	Fresno, Calif.	195	225	40-15
Detroit, Mich.	228	239	40-10	Oakland, Calif.	185	255	37½-10
Flint, Mich.	172	197	44-12	Pasadena, Calif.	182	219	40-10
Kalamazoo, Mich.	175	175	41½-12	Portland, Ore.	180	205	40-10
Madison, Wis.	161	191	39-12	Sacramento, Calif.	209	251	40-15
Milwaukee, Wis.	210	240	40-10	San Diego, Calif.	164	210	40-15
Painesville, Ohio	...	199	44-14	San Francisco, Calif.	190	240	40-10
Pontiac, Mich.	151	181	40-12	Seattle, Wash.	200	220	40-12
St. Paul, Minn.	160	190	38-15	Stockton, Calif.	170	213	37½-12
				<u>Canada</u>			
				Shawinigan Falls, Que.	136	136	35½-12
				Verdun, Que.	20w	34w	35-14



## BOOKKEEPING MACHINE OPERATOR

Operates a bookkeeping machine and performs related clerical work involved in keeping accounts and preparing financial statements and accounting reports; posts classified financial data to detail and controlling accounts, ledgers, and journals and proves operations and balances ledger; prepares recapitulations and other routine statistical and accounting reports.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	36w*	39-12	Covington, Ky.	206	206	40-10
Bridgeport, Conn.	146	205	35½-12	Kingsport, Tenn.	120	200	44-14
Cambridge, Mass.	164*	208*	37½-14	Louisville, Ky.	140	170	39-12
Hartford, Conn.	43w	52w	35-10	Paducah, Ky.	165	165	41-12
Portland, Me.	141	154	40-12				
<u>Middle Atlantic</u>				<u>West North Central</u>			
Buffalo, N. Y.	238	254	38-18	Ames, Iowa	160	175	44-14
Elmira, N. Y.	...	258*	35½-14	Fargo, N. D.	168	202	41-12
Pittsburgh, Pa.	209	209	40-12	Kansas City, Mo.	145	180	40-10
Watertown, N. Y.	162	192	35½-12	Lincoln, Neb.	135	165	41½-12
				University City, Mo.	160	180	41-12
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	281*	322*	41½-11	Alexandria, La.	175	260	40-12
Charlotte, N. C.	215	260	40-12	Amarillo, Tex.	165*	185	42-15
Columbus, Ga.	140	200	44-14	Austin, Tex.	135	185	44-12
Durham, N. C.	126	185	42-12	Cushing, Okla.	100*	175	44-14
Harrisonburg, Va.	115	130	39- 7	Dallas, Tex.	150	210	44-12
High Point, N. C.	145	170	44-12	Houston, Tex.	150	225	40-12
Jacksonville, Fla.	230	253	40-12	New Orleans, La.	170	220	35-18
Miami, Fla.	171	213	41-10	Oklahoma City, Okla.	165	185	44-15
Norfolk, Va.	180	216	40-18				
Roanoke, Va.	245	...	41-12	<u>Mountain</u>			
St. Petersburg, Fla.	155	180	40-14	Boulder, Colo.	160	174	38-15
Sarasota, Fla.	160	215	38-12	Colo. Sprgs., Colo.	144	169	44-12
				Phoenix, Ariz.	238	276	40-15
<u>East North Central</u>				Tucson, Ariz.	231	251	39-15
Akron, Ohio	165	180	40-12	<u>Pacific</u>			
Beloit, Wis.	160	215	44-14	Bakersfield, Calif.	200	250	38-12
Columbus, Ohio	208	215	38½-12	Bremerton, Wash.	170	220	39-14
Detroit, Mich.	234	245	40-10	Pasadena, Calif.	194	233	40-10
Flint, Mich.	219	245	41-12	Pittsburg, Calif.	208	208	40-14
Madison, Wis.	210	255	39-12	Portland, Ore.	220	265	40-10
Milwaukee, Wis.	210	240	40-10	Sacramento, Calif.	226	271	40-15
Painesville, Ohio	...	220	44-14	San Diego, Calif.	200	256	40-15
Pontiac, Mich.	166	196	44-12	San Francisco, Cal.	200	250	40-10
St. Paul, Minn.	200	230	38-15	Seattle, Wash.	230	235	40-12
Traverse City, Mich.	175	200	41-14	Stockton, Calif.	213	266	37½-12
Winnetka, Ill.	165	195	40-14				



## BOOKKEEPER

Maintains a uniform double-entry set of books for an organization having a relatively small volume of bookkeeping and record-keeping work; maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses; posts and balances general and subsidiary ledgers; prepares claims and pay rolls and yearly or biennial budget requests.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Top			Per Mo.	Top	
Start	Top	Days Vac.	Start	Top	Days Vac.	Start	Top
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	44w*	39-12	Covington, Ky.	206	206	40-10
Brattleboro, Vt.	33w	54w	38 1/4-14	Kingsport, Tenn.	190	245	44-14
Bridgeport, Conn.	162	205	35 1/2-12	Louisville, Ky.	182*	215*	39-12
Cambridge, Mass.	156	200	37 1/2-14				
New London, Conn.	191	206	40-10	<u>West North Central</u>			
Portland, Me.	178	195	40-12	Ames, Iowa	150	175	44-14
Rockland, Me.	25w	35w	37-12	Atchison, Kan.	...	240	44-15
				Fargo, N. D.	202	243	41-12
<u>Middle Atlantic</u>				St. Louis, Mo.	262	290	38-18
Buffalo, N. Y.	263	279	38-18	Sioux Falls, S. D.	250*	288*	44-12
Pittsburgh, Pa.	243	243	40-12				
Teaneck, N. J.	180*	240*	38-12	<u>West South Central</u>			
<u>South Atlantic</u>				Alexandria, La.	195	260	40-12
Atlanta, Ga.	281*	322*	41 1/2-11	Amarillo, Tex.	175	210	42-15
Clarksburg, W. Va.	200*	200*	44-14	Austin, Tex.	150	220	44-12
Durham, N. C.	150	225	42-12	Dallas, Tex.	175	230	44-12
Harrisonburg, Va.	125	160	39-7	Houston, Tex.	175	260	40-12
Lakeland, Fla.	125	175	44-...	New Orleans, La.	180	230	35-18
Miami, Fla.	213	267	41-10	Oklahoma City, Okla.	185	220	44-15
Roanoke, Va.	205	...	41-12	<u>Mountain</u>			
Rock Hill, S. C.	162	186	42-14	Boulder, Colo.	198	218	38-15
St. Petersburg, Fla.	185	235	40-14	Colo. Sprgs., Colo.	230	270	44-12
<u>East North Central</u>				Grand Jct., Colo.	...	300	42-12
Akron, Ohio	205	220	40-12	Tucson, Ariz.	256	281	39-15
Ashtabula, Ohio	225	250	44-12	<u>Pacific</u>			
Beloit, Wis.	160	215	44-14	Bakersfield, Calif.	230	287	38-12
Columbus, Ohio	221	232	38 1/2-12	Bremerton, Wash.	175	230	39-14
Detroit, Mich.	258	293	40-10	Eugene, Ore.	225	250	44-12
Flint, Mich.	238	265	41-12	Pittsburg, Calif.	192*	192*	40-14
Kalamazoo, Mich.	...	260	41 1/2-12	Portland, Ore.	220	265	40-10
Marquette, Mich.	208	263	39 1/4-12	Sacramento, Calif.	254	305	40-15
Milwaukee, Wis.	270	300	40-10	San Diego, Calif.	232	282	40-15
Painesville, Ohio	...	220	44-14	San Francisco, Cal.	240	300	40-10
Pontiac, Mich.	198	238	40-12	Seattle, Wash.	240	250	40-12
				Stockton, Calif.	252	315	37 1/2-12
<u>Canada</u>							
				La Tuque, Que.	46w	51w	44-14
				Verdun, Que.	35w	59w	35-14



## JUNIOR ACCOUNTANT

Does professional-level accounting work, such as preparing financial statements and balance sheets; setting up new accounts and ledgers; auditing accounts; and preparing budgets. Sometimes supervises group of clerical workers operating accounting system.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Per Mo.			Per Mo.	Per Mo.	
	Start	Top			Start	Top	
<u>North East Region</u>				<u>West North Central</u>			
Bridgeport, Conn.	204	268	35 $\frac{1}{2}$ -12	Ames, Iowa	225	275	44-14
Cambridge, Mass.	183*	225*	37 $\frac{1}{2}$ -14	Fargo, N. D.	262	314	41-12
Hartford, Conn.	58w	70w	35-10	Kansas City, Mo.	190	230	40-10
Portland, Me.	267	293	40-12	Lincoln, Neb.	165*	195*	41 $\frac{1}{2}$ -12
				St. Louis, Mo.	326	370	38-18
				University City, Mo.	190*	210*	41-12
<u>Middle Atlantic</u>				<u>West South Central</u>			
Buffalo, N. Y.	288	304	38-18	Amarillo, Tex.	225	290	42-15
Carlisle, Pa.	...	152	40-14	Austin, Tex.	200	275	44-12
Pittsburgh, Pa.	313	313	40-12	Dallas, Tex.	215	300	44-12
Teaneck, N. J.	300*	320*	38-12	Houston, Tex.	175	260	40-12
<u>South Atlantic</u>				New Orleans, La.	250	330	35-18
Atlanta, Ga.	281	322	41 $\frac{1}{2}$ -11	Oklahoma City, Okla.	205	230	44-15
Charlotte, N. C.	349	365	40-12	<u>Mountain</u>			
Columbus, Ga.	250	370	44-14	Colo. Sprgs., Colo.	250	300	44-12
Harrisonburg, Va.	200	250	39- 7	Phoenix, Ariz.	263	308	40-15
High Point, N. C.	200	250	44-12	Tucson, Ariz.	296	336	39-15
Lakeland, Fla.	180	200	44-12	<u>Pacific</u>			
Miami, Fla.	244	305	41-10	Bakersfield, Calif.	230	287	38-12
Norfolk, Va.	197	236	40-18	Bremerton, Wash.	215*	265*	39-14
Roanoke, Va.	...	300*	41-12	Eugene, Ore.	240*	265*	44-12
St. Petersburg, Fla.	220*	270*	40-14	Oakland, Calif.	230	290	37 $\frac{1}{2}$ -10
<u>East North Central</u>				Pasadena, Calif.	241	289	40-10
Akron, Ohio	270	300	40-12	Portland, Ore.	285	325	40-10
Albert Lea, Minn.	257	308	42-12	Sacramento, Calif.	278	333	40-15
Detroit, Mich.	322	392	40-10	San Diego, Calif.	269	327	40-15
Flint, Mich.	337	382	44-12	San Francisco, Cal.	300	360	40-10
Kalamazoo, Mich.	...	189*	41 $\frac{1}{2}$ -12	Seattle, Wash.	270	290	40-12
Milwaukee, Wis.	300	350	40-10	Stockton, Calif.	266	332	37 $\frac{1}{2}$ -12
Painesville, Ohio	...	204	44-14	<u>Canada</u>			
<u>East South Central</u>				La Tuque, Que.	57w	57w	44-14
Louisville, Ky.	251	291	39-12	Verdun, Que.	40w	69w	35-14

(Over)



## LABORER

Does simple manual labor, usually under close supervision; digs ditches, cuts grass and weeds; moves heavy materials such as lumber, pipes, sand and gravel; picks up trash and removes debris.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	.78	.89	48-12	Covington, Ky.	186m	186m	40-10
Brattleboro, Vt.	.85	.85	47½- 7	Kingsport, Tenn.	.75	.90	44- 7
Bridgeport, Conn.	.90	1.15	48- 6	Louisville, Ky.	.75	.95	39-12
Cambridge, Mass.	40w*	50w*	40-14	Paducah, Ky.	.88½	.88½	40-12
Hartford, Conn.	43w	52w	44-12	<u>West North Central</u>			
Portland, Me.	.93	.97	44-12	Ames, Iowa	1.00	1.15	44-14
Portsmouth, N. H.	.75	1.00	44-11	Atchison, Kan.	...	.80	48-15
Rockland, Me.	.70	.75	48-12	Fargo, N. D.	.84	1.01	48-12
<u>Middle Atlantic</u>				Kansas City, Mo.	.80	.95	48-12
Buffalo, N. Y.	204m	204m	42-18	Lincoln, Neb.	.80*	.85*	48-12
Carlisle, Pa.	.80	...	45-...	St. Louis, Mo.	170m	190m	40-18
Elmira, N. Y.	...	.98*	48-14	Sioux Falls, S. D.	185m	230m	44-12
Mamaroneck, N. Y.	163m	222m	43-11	<u>West South Central</u>			
Northampton, Pa.	.90	...	45-12	Alexandria, La.	.60*	.80*	40-12
Pittsburgh, Pa.	1.07*	1.07*	40-12	Amarillo, Tex.	170	190	45-15
Sewickley, Pa.	1.07	1.17	44- 7	Cushing, Okla.	.80	1.15	48-14
Teaneck, N. J.	168m	228m	42-12	Dallas, Tex.	177m	177m	44-12
<u>South Atlantic</u>				Houston, Tex.	.90*	1.00*	40-12
Atlanta, Ga.	166m	182m	44-11	New Orleans, La.	120m	190m	40-18
Charlotte, N. C.	142m	155m	44-12	Okla. City, Okla.	6.40d	6.90d	44-15
Clarksburg, W. Va.	...	.95*	44-14	<u>Mountain</u>			
Columbus, Ga.	.65	.76	..-..	Colo. Springs, Colo.	180m	195m	44-12
Durham, N. C.	.68	.87	45-12	Grand Jct., Colo.	1.12*	1.12	44-12
High Point, N. C.	.72½*	.72½*	44-12	Laramie, Wyo.	1.00	1.20	48-14
Jacksonville, Fla.	.70	.70	40-12	Phoenix, Ariz.	1.10	1.20	48-15
Lakeland, Fla.	155m*	155m*	44-12	Tucson, Ariz.	.98	1.18	48-15
Miami, Fla.	149m	187m	44-10	<u>Pacific</u>			
Norfolk, Va.	.70	.80	44-18	Bakersfield, Calif.	200m	250m	44½-12
Roanoke, Va.	...	.95*	45-12	Bend, Ore.	1.36½	1.44½	44-11
Rock Hill, S. C.	.75	.75	44- 0	Berkeley, Calif.	225m	245m	40-14
St. Petersburg, Fla.	.73½	.79½	44- 7	Bremerton, WASH.	1.00	1.50	40-14
Sarasota, Fla.	.73	.75	47- 6	Chico, Calif.	.95½*	1.02½*	48-13
Tampa, Fla.	161m	168m	48-12	Eugene, Ore.	190m	218m	44-12
<u>East North Central</u>				Oakland, Calif.	240m	240m	40-10
Akron, Ohio	1.12	1.21	40-12	Pasadena, Calif.	207m	226m	40-10
Albert Lea, Minn.	1.05	1.16	44-12	Pittsburg, Calif.	258m	258m	40-14
Ashtabula, Ohio	.90	1.22	44-12	Portland, Ore.	225m	235m	40-10
Beloit, Wis.	.97	1.07	44- 7	San Diego, Calif.	172m	210m	40-15
Columbus, Ohio	.96	.96	44-12	San Francisco, Cal.	1.55	1.55	40-10
Detroit, Mich.	244m	253m	40-10	Seattle, Wash.	210m	220m	40-12
Flint, Mich.	1.14½	1.27½	44-12	Stockton, Calif.	238m	238m	40-12
Kalamazoo, Mich.	1.00*	1.17*	48-12	<u>Canada</u>			
Madison, Wis.	197m	237m	40-12	La Tuque, Que.	.94	.94	48-14
Marquette, Mich.	1.04	1.04	44-12	Shawinigan Falls, Que.	.75	.75	48- 6
Milwaukee, Wis.	238m	248m	40-10	Verdun, Que.	.80	.83	44- 7
Painesville, Ohio	...	1.25	48-14				
Winnetka, Ill.	230m	260m	40-14				



## LABOR FOREMAN

Directs a small crew of laborers, performing such work as excavating or moving lumber, gravel, or dirt; may work with crew assisting personally in performance of work.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo. Start	Top			Per Mo. Start	Top	
<u>North East Region</u>							
Auburn, Me.	...	78w*	48-12	<u>East South Central</u>			
Brattleboro, Vt.	.95h*1.00h*		47½- 7	Covington, Ky.	206	206	40-10
Cambridge, Mass.	233*	275*	40-14	Kingsport, Tenn.	1.25h	1.40h	44- 7
Hartford, Conn.	52w	63w	44-12	Louisville, Ky.	.90h	1.10h	39-12
New London, Conn.	226	261	40-10	Paducah, Ky.	205	205	40-12
Portland, Me.	212	223	44-12	<u>West North Central</u>			
Portsmouth, N.H.	150	183	44-11	Ames, Iowa	1.15h	1.20h	44-14
Rockland, Me.	.85h	.90h	48-12	Atchison, Kan.	...	180	44-15
<u>Middle Atlantic</u>				Fargo, N. D.	243	292	48-12
Buffalo, N. Y.	229	229	42-18	Kansas City, Mo.	180	220	48-12
Carlisle, Pa.	.90h	...	45-...	Lincoln, Neb.	.98h	1.03h	48-12
Elmira, N. Y.	...	1.03h*	48-14	St. Louis, Mo.	230	250	40-18
Northampton, Pa.	195*	205	50-12	Sioux Falls, S. D.	211	256	44-12
Pittsburgh, Pa.	262	262	40-12	University City, Mo.	205	225	44-12
Sewickley, Pa.	221	308	44-14	<u>West South Central</u>			
Teaneck, N. J.	264	324	42-12	Alexandria, La.	150	200	40-12
Watertown, N. Y.	48w	52w	40- 6	Amarillo, Tex.	225	240	45-15
<u>South Atlantic</u>				Austin, Tex.	185	220	44-12
Atlanta, Ga.	189	217	40-11	Cushing, Okla.	240	255	48-14
Cedartown, Ga.	190	225	... ..	Dallas, Tex.	216	216	44-12
Charlotte, N. C.	228	243	44-12	Houston, Tex.	1.20h	1.32h	40-12
Clarksburg, W. Va.	...	1.12½h	44-14	New Orleans, La.	180	230	40-18
Columbus, Ga.	1.20h	1.25h	... ..	Oklahoma City, Okla.	180	225	44-15
Durham, N. C.	150	246	45-12	<u>Mountain</u>			
Harrisonburg, Va.	.80h	.90h	54- 7	Colorado Sprgs., Colo.	220	260	44-12
Jacksonville, Fla.	235	295	40-12	Grand Junction, Colo.	1.50h	1.50h	44-12
Lakeland, Fla.	181	181	44-12	Laramie, Wyo.	210	295	48-14
Miami, Fla.	223	279	44-10	Phoenix, Ariz.	1.20h	1.30h	48-15
Norfolk, Va.	.90h	1.00h	44-18	Tucson, Ariz.	258	298	48-15
Roanoke, Va.	...	1.12h*	45-12	<u>Pacific</u>			
Rock Hill, S. C.	...	57w	44-14	Bend, Ore.	1.50½h	1.68½h	44-11
St. Petersburg, Fla.	225	265	44- 7	Berkeley, Calif.	270	318	40-14
Tampa, Fla.	233	255	48-12	Eugene, Ore.	300	345	44-12
<u>East North Central</u>				Fresno, Calif.	...	310	40-15
Akron, Ohio	1.47h	1.64h	40-12	Oakland, Calif.	250	310	40-10
Albert Lea, Minn.	195	215	44-12	Pittsburg, Calif.	288	288	40-14
Ashtabula, Ohio	1.39½h	1.49½h*	44-12	Portland, Ore.	245	265	40-10
Beloit, Wis.	225	250	44-14	Sacramento, Calif.	260	311	40-15
Columbus, Ohio	226	243	44-12	San Diego, Calif.	244	256	40-15
Detroit, Mich.	283	292	40-10	San Francisco, Calif.	1.74h	1.74h	40-10
Flint, Mich.	232	261	44-12	Seattle, Wash.	240	245	40-12
Kalamazoo, Mich.	1.33h	1.70h	48-12	<u>Canada</u>			
Milwaukee, Wis.	255	275	40-10	La Tuque, Que.	.95h	1.05h	48-14
Pontiac, Mich.	1.30h	1.45h	45-12	Shawinigan Falls, Que.	.92h	.92h	48-12
St. Paul, Minn.	228	260	40-15	Verdun, Que.	37w	54w	44-14
Traverse City, Mich.	220	255	44-14				
Winnetka, Ill.	285	345	40-14				

(Over)



## TRUCK DRIVER

Drives a panel or other light or medium truck in carrying materials or in making collections or deliveries; may supervise a small number of unskilled workers who make collections or deliveries; may service but does not repair equipment; keeps simple records.

	Salary		Hours			Salary		Hours	
	Per Mo.	Top	Per Wk.,	Days Vac.		Per Mo.	Top	Per Wk.,	Days Vac.
Start	Top	Start	Top	Start	Top	Start	Top	Start	Top
<u>North East Region</u>					<u>East South Central</u>				
Auburn, Me.	...	.91h	48-12		Covington, Ky.	196	196	40-10	
Brattleboro, Vt.	.90h	1.00h	47½-7		Kingsport, Tenn.	1.00h	1.00h	44-7	
Bridgeport, Conn.	.95h	1.05h	48-6		Louisville, Ky.	.90h*	1.10h*	39-12	
Cambridge, Mass.	48w	56w	40-14		Paducah, Ky.	.94h	.94h	40-12	
Hartford, Conn.	49w	58w	44-12						
Portland, Me.	178	186	44-12		<u>West North Central</u>				
Portsmouth, N. H.	.75h	1.00h	44-11		Ames, Iowa	1.08h	1.15h	44-14	
Rockland, Me.	.75h	.80h	48-12		Atchison, Kan.	...	.80h	48-15	
					Fargo, N. D.	166*	177*	48-12	
					Kansas City, Mo.	145	180	48-12	
<u>Middle Atlantic</u>					Lincoln, Neb.	.85h	.90h	48-12	
Buffalo, N. Y.	229	229	35-18		St. Louis, Mo.	205	225	40-18	
Carlisle, Pa.	.90h	...	45-..		University City, Mo.	180	200	44-12	
Elmira, N. Y.	...	1.12h*	48-14						
Pittsburgh, Pa.	300	300	40-12		<u>West South Central</u>				
Sewickley, Pa.	1.13h	1.25h	44-7		Alexandria, La.	.70h	.90h	40-12	
Teaneck, N. J.	180	240	42-12		Amarillo, Tex.	190	210	45-15	
Watertown, N. Y.	1.10h	1.15h	40-6		Austin, Tex.	.71h	.89h	44-12	
					Cushing, Okla.	160*	195*	44-14	
<u>South Atlantic</u>					Dallas, Tex.	195	195	44-12	
Atlanta, Ga.	190	208	48-11		Houston, Tex.	1.02h	1.10h	40-12	
Clarksburg, W. Va.	...	1.02h*	44-14		New Orleans, La.	140	190	40-18	
Columbus, Ga.	.85h	1.10h	...		Oklahoma City, Okla.	175	175	44-15	
Durham, N. C.	.84h	.99h	45-12						
Harrisonburg, Va.	.65h	.75h	54-7		<u>Mountain</u>				
High Point, N. C.	.72½h	.77½h	44-12		Boulder, Colo.	190	207	44-15	
Jacksonville, Fla.	215	265	40-12		Grand Junction, Col.	1.22h*	1.22h	44-12	
Lakeland, Fla.	161	161	44-12		Laramie, Wyo.	205	230	48-14	
Miami, Fla.	163	204	41-10		Phoenix, Ariz.	1.20h	1.30h	48-15	
Norfolk, Va.	.75h	.85h	44-18		Tucson, Ariz.	1.08h	1.28h	48-15	
Roanoke, Va.	...	1.03h*	51-12						
St. Petersburg, Fla.	1.02½h	1.18½h	44-7		<u>Pacific</u>				
Sarasota, Fla.	.75h	.78h	47-6		Bend, Ore.	1.36½h	1.50½h	44-11	
Tampa, Fla.	182	182	48-12		Berkeley, Calif.	235	278	40-14	
					Bremerton, Wash.	1.29h	1.46h	40-14	
<u>East North Central</u>					Chico, Calif.	1.07½h	1.17½h	48-13	
Akron, Ohio	1.23h	1.32h	40-12		Eugene, Ore.	215	240	44-12	
Albert Lea, Minn.	1.17h	1.35h	44-12		Fresno, Calif.	241	250	40-15	
Ashtabula, Ohio	...	64w	...		Pasadena, Calif.	220	240	40-10	
Beloit, Wis.	1.07h	1.12h	44-7		Portland, Ore.	240	250	40-10	
Columbus, Ohio	1.03½h	1.03½h	44-12		Sacramento, Calif.	260	260	40-15	
Detroit, Mich.	259	268	40-10		San Diego, Calif.	190	232	40-15	
Flint, Mich.	1.19h	1.32h	44-12		San Francisco, Cal.	1.61h	1.61h	40-10	
Kalamazoo, Mich.	...	1.45h	48-12		Seattle, Wash.	270	270	40-12	
Madison, Wis.	203	243	40-12						
Marquette, Mich.	1.09h	1.09h	44-12		<u>Canada</u>				
Milwaukee, Wis.	1.50h	1.50h	40-10		La Tuque, Que.	.99h	.99h	48-14	
Pontiac, Mich.	1.20h	1.35h	45-12		Shawinigan Falls, Que.	.82h	.82h	48-12	
Traverse City, Mich.	175	195	44-14		Verdun, Que.	.90h	.90h	44-7	
Winnetka, Ill.	230	260	40-14						



## HEAVY EQUIPMENT OPERATOR

Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, pile driver crane, power shovel, etc., services equipment with fuel, oil and grease, and makes minor running adjustments and repairs.

		Salary Per Mo.	Hours Per Wk., Days Vac.			Salary Per Mo.	Hours Per Wk., Days Vac.
Start		Top		Start		Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	1.03h	48-12	Covington, Ky.	221	221	40-10
Brattleboro, Vt.	1.05h	1.05h	47 $\frac{1}{2}$ - 7	Kingsport, Tenn.	1.10h	1.25h	44- 7
Bridgeport, Conn.	1.15h	1.25h	48- 6	Louisville, Ky.	1.10h*	1.30h*	39-12
Cambridge, Mass.	48w*	56w*	40-14	Paducah, Ky.	1.11h	1.11h	40-12
Hartford, Conn.	54w	65w	44-12				
Portland, Me.	212	223	44-12	<u>West North Central</u>			
Portsmouth, N. H.	.75h	1.20h	44-11	Atchison, Kan.	...	.85h	48-15
Rockland, Me.	.80h	.85h	48-12	Fargo, N. D.	1.01h	1.21h	48-12
				Kansas City, Mo.	190	230	40-10
<u>Middle Atlantic</u>				Lincoln, Neb.	1.00h	1.05h	48-12
Buffalo, N. Y.	238	238	42-18	St. Louis, Mo.	2.55h	2.55h	40- 0
Carlisle, Pa.	.95h	...	45-...	Sioux Falls, S. D.	224	246	44-12
Elmira, N.Y.	1.23h	1.50h	48-14	University City, Mo.	220	240	44-12
Mamaroneck, N. Y.	163	243	43-11				
Northampton, Pa.	195	205	50-12	<u>West South Central</u>			
Pittsburgh, Pa.	2.55h	2.55h	40-12	Alexandria, La.	1.00h	1.50h	40-12
Teaneck, N. J.	192	252	...-..	Austin, Tex.	.80h	.98h	44-12
Watertown, N. Y.	1.30h	1.40h	40- 6	Cushing, Okla.	185*	220*	48-14
				Dallas, Tex.	205	205	44-12
<u>South Atlantic</u>				Houston, Tex.	1.52 $\frac{1}{2}$ h	1.52 $\frac{1}{2}$ h	40-12
Atlanta, Ga.	227	257	40-11	New Orleans, La.	200	275	40-18
Cedartown, Ga.	140	165	...-..	Oklahoma City, Okla.	1.25h	1.25h	44-15
Charlotte, N. C.	212	281	44-12				
Clarksburg, W. Va.	...	1.20h*	44-14	<u>Mountain</u>			
Columbus, Ga.	1.20h	1.43h	...-..	Boulder, Colo.	220	258	44-15
High Point, N.C.	.77 $\frac{1}{2}$ h	.82 $\frac{1}{2}$ h	44-12	Colorado Sprgs. Colo.	219	236	44-12
Jacksonville, Fla.	215	245	40-12	Grand Jct., Colo.	1.37h*	1.37h	44-12
Lakeland, Fla.	220	250	44-12	Laramie, Wyo.	...	230	48-14
Miami, Fla.	233	292	44-10	Tucson, Ariz.	1.66h	1.76h	48-15
Norfolk, Va.	1.00h	1.10h	44-18				
Rock Hill, S. C.	...	47w	44-14	<u>Pacific</u>			
St. Petersburg, Fla.	185*	215*	44-14	Bakersfield, Calif.	262	330	44 $\frac{1}{2}$ -12
Sarasota, Fla.	225	225	47-12	Berkeley, Calif.	240*	295*	40-14
Tampa, Fla.	188	188	48-12	Bremerton, Wash.	1.49h	1.66h	40-14
				Chico, Calif.	...	1.22 $\frac{1}{2}$ h	48-13
<u>East North Central</u>				Eugene, Ore.	215	260	44-12
Akron, Ohio	1.47h	1.64h	40-12	Fresno, Calif.	295	295	40-15
Ashtabula, Ohio	1.24 $\frac{1}{2}$ h	1.34 $\frac{1}{2}$ h*	44-12	Oakland, Calif.	305	355	40-10
Beloit, Wis.	1.07h	1.32h	44- 7	Pittsburg, Calif.	299*	299*	40-14
Columbus, Ohio	1.12h	1.15h	44-12	Portland, Ore.	255	280	40-10
Detroit, Mich.	304	313	40-10	Sacramento, Calif.	2.29h*	2.44h*	40-15
Madison, Wis.	210	255	40-12	San Diego, Calif.	221	269	40-15
Marquette, Mich.	1.24h	1.24h	44-12	Seattle, Wash.	275	300	40-12
Milwaukee, Wis.	2.15h*	2.15h*	40-10	Stockton, Calif.	297	297	40-12
Painesville, Ohio	...	1.32 $\frac{1}{2}$ h	48-14				
Pontiac, Mich.	1.35h	1.50h	45-12	<u>Canada</u>			
St. Paul, Minn.	314	314	40-15	La Tuque, Que.	1.12h	1.12h	48-14
Traverse City, Mich.	200	210	44-14	Shawinigan Falls, Que.	1.07h	1.07h	48-12
Winnetka, Ill.	235	290	40-14	Verdun, Que.	.95h	.95h	44- 7

(Over)



## AUTOMOBILE MECHANIC

Does skilled automotive equipment repair work of a journeyman level; inspects and locates mechanical defects; overhauls, repairs, and adjusts automobiles, trucks, and other automotive equipment.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Per Mo.			Per Mo.	Per Mo.	
	Start	Top			Start	Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	1.03h	48-12	Covington, Ky.	231	231	40-10
Brattleboro, Vt.	...	1.25h	47 $\frac{1}{2}$ -7	Kingsport, Tenn.	1.00h	1.25h	44-7
Bridgeport, Conn.	1.15h	1.20h	44-6	Louisville, Ky.	1.00h	1.20h	39 $\frac{1}{2}$ -12
Cambridge, Mass.	48w*	58w*	40-14	Paducah, Ky.	.99 $\frac{1}{2}$ h	1.16 $\frac{1}{2}$ h	40-12
Hartford, Conn.	54w	65w	44-12				
New London, Conn.	1.21h	1.27h	40-10	<u>West North Central</u>			
Portland, Me.	234	245	44-12	Atchison, Kan.	...	230	48-15
Portsmouth, N. H.	.90h	1.20h	44-11	Fargo, N. D.	1.09h	1.31h	48-12
Rockland, Me.	.80h	.90h	48-12	Kansas City, Mo.	200	240	40-10
				Lincoln, Neb.	1.07h	1.12h	48-12
<u>Middle Atlantic</u>				St. Louis, Mo.	262	290	40-18
Buffalo, N. Y.	254	254	35-18	Sioux Falls, S.D.	224	240	44-12
Elmira, N. Y.	...	231*	48-14				
Mamaroneck, N. Y.	208	277	43-11	<u>West South Central</u>			
Pittsburgh, Pa.	2.62h*	2.62h*	40-12	Alexandria, La.	.90h	1.25h	48-12
Sewickley, Pa.	1.25h	1.50h	44-7	Amarillo, Tex.	225	265	45-15
Teaneck, N. J.	204	264	42-12	Austin, Tex.	175	210	44-12
Watertown, N. Y.	49w	52w	40-6	Cushing, Okla.	185*	220*	48-14
				Dallas, Tex.	200	280	44-12
<u>South Atlantic</u>				Houston, Tex.	180	280	40-12
Atlanta, Ga.	239	267	44-11	New Orleans, La.	180	230	40-18
Charlotte, N. C.	228	275	44-12	Oklahoma City, Okla.	210	210	44-15
Clarksburg, W. Va.	240*	240*	44-14				
Columbus, Ga.	1.10h*	1.31h*	...	<u>Mountain</u>			
Durham, N. C.	.90h	1.20h	45-12	Boulder, Colo.	216	236	44-15
Harrisonburg, Va.	.65h*	.70h*	54-7	Colo. Sprgs., Colo.	219	236	44-12
High Point, N. C.	.77 $\frac{1}{2}$ h	.92 $\frac{1}{2}$ h	44-12	Grand Jct., Colo.	1.37h*	1.37h	44-12
Lakeland, Fla.	235	265	44-12	Laramie, Wyo.	190	230	48-14
Miami, Fla.	233	292	44-10	Phoenix, Ariz.	1.73h	1.83h	48-15
Norfolk, Va.	206	247	44-18	Tucson, Ariz.	1.65h	1.75h	45-15
Roanoke, Va.	...	1.22h*	45-12				
Rock Hill, S. C.	50w	...	44-14	<u>Pacific</u>			
St. Petersburg, Fla.	1.06 $\frac{1}{2}$ h	1.14h	44-7	Berkeley, Calif.	275	325	40-14
Sarasota, Fla.	.75h	1.00h	47-6	Bremerton, Wash.	1.50h	1.74h	40-14
				Fresno, Calif.	290	290	40-15
<u>East North Central</u>				Oakland, Calif.	255	325	40-10
Akron, Ohio	1.36h	1.53h	40-12	Pasadena, Calif.	259	310	40-10
Ashtabula, Ohio	1.34 $\frac{1}{2}$ h	1.44 $\frac{1}{2}$ h*	44-12	Portland, Ore.	270	295	40-10
Beloit, Wis.	1.35h	1.57h	44-7	Sacramento, Calif.	1.80h	1.80h	40-15
Columbus, Ohio	221	232	44-12	San Diego, Calif.	256	296	40-15
Detroit, Mich.	302	319	40-10	San Francisco, Cal.	2.06h	2.06h	40-10
Kalamazoo, Mich.	...	1.60h	48-12	Seattle, Wash.	310	310	40-12
Madison, Wis.	221	266	40-12	Stockton, Calif.	315	315	40-12
Marquette, Mich.	1.29h	1.29h	44-12				
Painesville, Ohio	...	1.45h	48-14	<u>Canada</u>			
Pontiac, Mich.	1.30h	1.45h	45-12	La Tuque, Que.	1.12h	1.12h	48-14
St. Paul, Minn.	327	327	40-15	Shawinigan Falls, Que.	.87h	1.00h	48-12
Traverse City, Mich.	190	210	44-14	Verdun, Que.	.95h	1.05h	44-7
Winnetka, Ill.	235	320	40-14				



## JUNIOR DRAFTSMAN

Makes tracings and drawings of engineering plans and designs (structural, mechanical, civil, etc.); reduces field party notes; prepares maps, charts, and other drawings from engineering or architectural work; does difficult engineering clerical work.

	Salary Per Mo.		Hours Per Wk., Days Vac.		Salary Per Mo.		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
<u>North East Region</u>				<u>East South Central</u>			
Hartford, Conn.	47w	53w	35-10	Covington, Ky.	206	206	40-10
Portland, Me.	204	223	40-12	Kingsport, Tenn.	42w	50w*	44- 7
				Louisville, Ky.	194	229	39-12
<u>Middle Atlantic</u>				<u>West North Central</u>			
Buffalo, N. Y.	238	254	38-18	Ames, Iowa	1.00h	1.25h	44-14
Pittsburgh, Pa.	226	226	40-12	Fargo, N. D.	218	262	48-12
Teaneck, N. J.	168*	228*	38-12	Kansas City, Mo.	180	220	40-10
Watertown, N.Y.	173	202	35½-12	Lincoln, Neb.	.95h	1.00h	41½-12
				St. Louis, Mo.	241	265	38-18
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	225	267	41½-11	Alexandria, La.	100	175	40-12
Cedartown, Ga.	165	215	... ..	Amarillo, Tex.	250*	250	42-15
Charlotte, N. C.	280	325	40-12	Austin, Tex.	200	240	44-12
Durham, N. C.	175	210	42-12	Dallas, Tex.	175	265	44-12
High Point, N.C.	120*	160*	44-12	Houston, Tex.	200	300	40-12
Jacksonville, Fla.	175*	268*	40-12	New Orleans, La.	180	230	35-18
Lakeland, Fla.	250	280	44-12	Oklahoma City, Okla.	235	260	44-15
Miami, Fla.	179	223	41-10				
Norfolk, Va.	180	216	40-18	<u>Mountain</u>			
Roanoke, Va.	...	250*	41-12	Boulder, Colo.	174	190	44-15
St. Petersburg, Fla.	160	180	40-14	Colorado Sprgs., Colo.	210	245	44-12
Sarasota, Fla.	190*	200*	38-12	Grand Jct., Colo.	210*	225	42-12
Tampa, Fla.	265*	289*	41-12	Phoenix, Ariz.	258	302	40-15
				Tucson, Ariz.	261	281	39-15
<u>East North Central</u>				<u>Pacific</u>			
Akron, Ohio	235	265	40-12	Bakersfield, Calif.	250	315	44-12
Albert Lea, Minn.	246	271	44-12	Bremerton, Wash.	235	285	40-14
Ashtabula, Ohio	238	270	44-12	Fresno, Calif.	290*	290	40-15
Beloit, Wis.	185	210	44-14	Pasadena, Calif.	264	317	40-10
Columbus, Ohio	201	212	38½-12	Portland, Ore.	260	285	40-10
Detroit, Mich.	270	308	40-10	Sacramento, Calif.	272	327	40-15
Flint, Mich.	218	245	41-12	San Diego, Calif.	232	282	40-15
Kalamazoo, Mich.	...	300	41½-12	San Francisco, Calif.	260	320	40-10
Madison, Wis.	210	255	39-12	Seattle, Wash.	265	280	40-12
Marquette, Mich.	183	213	40-12	Stockton, Calif.	266	332	37½-12
Milwaukee, Wis.	270	300	40-10				
Painesville, Ohio	...	1.40½h	44-14	<u>Canada</u>			
Pontiac, Mich.	206	236	40-12	Shawinigan Falls, Quec.	43w	45w	35½-12
St. Paul, Minn.	249	285	38-15	Verdun, Que.	35w	54w	35-14

(Over)



## JUNIOR CIVIL ENGINEER

Performs beginning level professional office and field civil engineering work, including the performance of instrument work in surveying property and building sites; performs simple engineering work in inspection and testing on construction and maintenance projects; prepares designs, plans, specifications and estimates requiring the use of limited independent judgment.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>West North Central</u>			
Bridgeport, Conn.	236	283	35½-12	Ames, Iowa	235	300	44-14
Cambridge, Mass.	233*	267*	37½-14	Fargo, N. D.	252	303	48-12
Hartford, Conn.	58w	70w	35-10	Kansas City, Mo.	210	250	40-10
Portland, Me.	245	267	40-12	St. Louis, Mo.	282	310	38-18
Portsmouth, N.H.	167	229	44-11	Sioux Falls, S.D.	227	272	44-12
				University City, Mo.	210	230	41-12
<u>Middle Atlantic</u>				<u>West South Central</u>			
Buffalo, N. Y.	288	304	38-18	Alexandria, La.	275	350	40-12
Mamaroneck, N. Y.	221	278	43-11	Amarillo, Tex.	300*	335	42-15
Pittsburgh, Pa.	224*	224*	40-12	Austin, Tex.	200	270	44-12
Watertown, N.Y.	209	231	35½-12	Cushing, Okla.	250*	300	48-14
				Dallas, Tex.	250	315	44-12
<u>South Atlantic</u>				Houston, Tex.	225	300	40-12
Atlanta, Ga.	225	267	41½-11	New Orleans, La.	250	330	35-18
Charlotte, N. C.	371	371	40-12	Okla. City, Okla.	310	325	44-15
Clarksburg, W. Va.	260*	260*	44-14				
Columbus, Ga.	200	370	44-14	<u>Mountain</u>			
Durham, N. C.	250*	300*	42-12	Boulder, Colo.	207	226	44-15
High Point, N. C.	160*	180*	44-12	Colo. Spgrs., Colo.	330	390	44-12
Jacksonville, Fla.	190	268	40-12	Tucson, Ariz.	261	281	39-15
Lakeland, Fla.	280	290	44-12				
Norfolk, Va.	216	259	40-18	<u>Pacific</u>			
Rock Hill, S. C.	...	310	42-14	Bakersfield, Calif.	274	345	44-12
St. Petersburg, Fla.	180	220	40-14	Bend, Ore.	300	355	44-11
				Berkeley, Calif.	300	370	40-14
<u>East North Central</u>				Bremerton, Wash.	255	305	40-14
Akron, Ohio	270	300	40-12	Eugene, Ore.	225*	250*	44-12
Albert Lea, Minn.	295	339	44-12	Fresno, Calif.	...	340	40-15
Ashtabula, Ohio	245	323*	44-12	Oakland, Calif.	335*	470*	37½-10
Columbus, Ohio	256	278	38½-12	Pasadena, Calif.	323	388	40-10
Detroit, Mich.	275	312	40-10	Portland, Ore.	265	310	40-10
Flint, Mich.	293	324	41-12	Sacramento, Calif.	339	406	40-15
Madison, Wis.	289	349	39-12	San Diego, Calif.	296	360	40-15
Marquette, Mich.	268	308	40-12	San Francisco, Cal.	340	400	40-10
Milwaukee, Wis.	300	350	40-10	Seattle, Wash.	320	335	40-12
Painesville, Ohio	...	1.62½h	44-14	Stockton, Calif.	352	439	37½-12
Pontiac, Mich.	270	320	40-12				
Traverse City, Mich.	275	325	41-14	<u>Canada</u>			
Winnetka, Ill.	265	320	40-14	Shawinigan Falls, Que.	284	300	35½-12
				Verdun, Que.	40w	69w	35-14
<u>East South Central</u>							
Kingsport, Tenn.	200	250	44-14				
Louisville, Ky.	243	283	39-12				
Paducah, Ky.	255	255	41-12				



## JUNIOR LIBRARIAN

Performs beginning level professional library work serving as an assistant to a higher lever librarian in accessioning, cataloging, and reference functions, or is in charge of a small departmental library with responsibility for the performance of a variety of professional and occupational duties limited to departmental needs.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo. Start	Top			Per Mo. Start	Top	
<u>North East Region</u>				<u>West North Central</u>			
Brattleboro, Vt.	125	161	38 1/4-14	Lincoln, Neb.	140	160	41 1/2-12
Bridgeport, Conn.	240	260	40-18	St. Louis, Mo.	195	215	38-18
Cambridge, Mass.	167*	196*	37 1/2-14	Sioux Falls, S. D.	220	250	44-12
Portland, Me.	178	195	40-28				
Portsmouth, N. H.	...	146	39-11	<u>West South Central</u>			
Rockland, Me.	20w	22w	40-12	Alexandria, La.	90	135	48-12
				Amarillo, Tex.	200*	235	41-15
<u>Middle Atlantic</u>				Austin, Tex.	150	170	44-12
Buffalo, N.Y.	213	229	38-18	Cushing, Okla.	100	125	48-14
Pittsburgh, Pa.	214	214	40-12	Houston, Tex.	125	175	40-12
Watertown, N. Y.	192	222	35 1/2-12	New Orleans, La.	200	250	40-18
				Oklahoma City, Okla.	185	205	44-15
<u>South Atlantic</u>				<u>Mountain</u>			
Atlanta, Ga.	200	225	40-11	Colo. Springs, Colo.	188	219	37 1/2-12
Clarksburg, W. Va.	155*	155*	44-14	Phoenix, Ariz.	213	243	40-15
High Point, N. C.	110	140	40-12				
Jacksonville, Fla.	150	200	40-24	<u>Pacific</u>			
Lakeland, Fla.	125	175	44-12	Chico, Calif.	200	250	...-...
Miami, Fla.	213	267	41-10	Eugene, Ore.	200*	250*	44-12
Norfolk, Va.	143	172	40-18	Oakland, Calif.	205	255	40-10
Roanoke, Va.	...	190*	40-12	Pasadena, Calif.	229	275	40-10
St. Petersburg, Fla.	150	190	40-14	Sacramento, Calif.	242	290	40-15
Sarasota, Fla.	130	170	38-12	San Diego, Calif.	232	269	40-15
Tampa, Fla.	135	135	38-12	San Francisco, Cal.	230	280	40-10
				Seattle, Wash.	210	290	40-12
<u>East North Central</u>				Stockton, Calif.	218	266	37 1/2-12
Beloit, Wis.	155	180	44-14				
Detroit, Mich.	250	276	40-10	<u>Canada</u>			
Madison, Wis.	221	266	39-30	Shawinigan Falls, Que.	30w	43w	35 1/2-12
Milwaukee, Wis.	270	300	40-10	Verdun, Que.	25w	49w	35-14
Pontiac, Mich.	230	280	40-12				
St. Paul, Minn.	228	260	38-15				
<u>East South Central</u>							
Louisville, Ky.	130	158	39-12				

(Over)



## PLAYLEADER

Organizes and directs the recreational activities of a small summer playground or play center; or assists in directing such activities at a large recreation center. Does occasional clerical work issuing permits, and makes routine reports.

	Salary		Hours		Salary		Hours	
	Per Mo.	Per Mo.			Per Mo.	Per Mo.		
	Start	Top	Per Wk.,	Days Vac.	Start	Top	Per Wk.,	Days Vac.
<u>North East Region</u>				<u>West North Central</u>				
Bridgeport, Conn.	105	115	32 $\frac{1}{2}$ -12		Kansas City, Mo.	145	180	40-10
Cambridge, Mass.	200*	242*	37 $\frac{1}{2}$ -14		Lincoln, Neb.	1.05h*1.05h*		..-12
Hartford, Conn.	50w	61w	..-10		St. Louis, Mo.	180	200	38-18
New London, Conn.	...	292	40-10		University City, Mo.	180*	200*	40- 0
Rockland, Me.	20w*	20w*	35-..					
				<u>West South Central</u>				
<u>Middle Atlantic</u>				Alexandria, La.	80*	125*		44-12
Buffalo, N. Y.	229	229	35-18	Amarillo, Tex.	150*	150*		35-15
Pittsburgh, Pa.	177	212	40-12	Austin, Tex.	120	135		35-..
Watertown, N. Y.	20w	28w	40- 6	Cushing, Okla.	150*	175		40- 0
<u>South Atlantic</u>				Dallas, Tex.	190	225		40-12
Atlanta, Ga.	141	169	44-11	Houston, Tex.	100	210		40-12
Clarksburg, W. Va.	150*	150*	36- 0	New Orleans, La.	140	180		40-18
Durham, N. C.	85*	120*	42-12	Oklahoma City, Okla.	150	155		44-15
High Point, N. C.	250*	350*	40-12	<u>Mountain</u>				
Jacksonville, Fla.	100	150	40-12	Boulder, Colo.	1.10h	1.35h		..-..
Lakeland, Fla.	205	215	44-12	Colo. Sprgs., Colo.	165	195		44-12
Miami, Fla.	223	279	44-10	Phoenix, Ariz.	213	243		44-15
Norfolk, Va.	143	172	44-18	Tucson, Ariz.	181	221		30-15
Roanoke, Va.	...	190*	41-12	<u>Pacific</u>				
St. Petersburg, Fla.	155	190	40-14	Berkeley, Calif.	225	257		40-14
Tampa, Fla.	156	178	40-12	Bremerton, Wash.	175	267		40-14
<u>East North Central</u>				Eugene, Ore.	200*	225*		44-12
Akron, Ohio	185	200	40-12	Fresno, Calif.	190	200		40-15
Columbus, Ohio	123	134	38 $\frac{1}{2}$ -12	Oakland, Calif.	230	290		40-10
Detroit, Mich.	196	244	40-10	Portland, Ore.	225	260		40-10
Marquette, Mich.	233	283	48-12	Sacramento, Calif.	193	231		40-15
Pontiac, Mich.	216	256	40-12	San Diego, Calif.	156	210		40-15
St. Paul, Minn.	183	213	40-15	San Francisco, Calif.	250	300		40-10
<u>East South Central</u>				Seattle, Wash.	220	220		40-12
Kingsport, Tenn.	100	130	40-..	Stockton, Calif.	1.00h	1.25h		40-..
Louisville, Ky.	120	146	39-12	<u>Canada</u>				
				Verdun, Que.	40w	70w		32 $\frac{1}{2}$ -14



## FIREMAN

Does skilled work in fighting fires of all types and in the maintenance of fire-fighting equipment; engages in such fire prevention activities as locating and securing the abatement of fire hazards in commercial, industrial, residential and other structures and properties.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Top			Per Mo.	Top	
Start	Top	Days Vac.	Start	Top	Days Vac.	Start	Top
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	43w	47w	84-14	Covington, Ky.	231	231	72-10
Brattleboro, Vt.	43w	48w	84-7	Kingsport, Tenn.	190	240	44-14
Cambridge, Mass.	235*	283*	56-14	Louisville, Ky.	200	240	84-12
Hartford, Conn.	56w	67w	56-14	Paducah, Ky.	190	200	72-15
New London, Conn.	242	262	56-14				
Portland, Me.	195	212	74-21	<u>West North Central</u>			
Portsmouth, N. H.	166	229	84-15	Ames, Iowa	200	237	84-14
Rockland, Me.	39w	43w	..-12	Atchison, Kan.	170	195	84-15
				Fargo, N. D.	195	234	72-12
				Kansas City, Mo.	200	250	72-12
<u>Middle Atlantic</u>				Lincoln, Neb.	187	210	84-12
Buffalo, N. Y.	233	275	60-14	St. Louis, Mo.	262	290	67 1/4-18
Elmira, N. Y.	225	257	60-21	Sioux Falls, S. D.	203	235	84-12
Northampton, Pa.	195*	205*	54-12	University City, Mo.	150*	260*	84-15
Pittsburgh, Pa.	248	285	40-12				
Teaneck, N. J.	208	288	72-15				
Watertown, N. Y.	214	239	70-14	<u>West South Central</u>			
				Alexandria, La.	190	220	72-12
<u>South Atlantic</u>				Austin, Tex.	210	230	72-15
Atlanta, Ga.	218	260	72-20	Cushing, Okla.	185*	210*	60-14
Charlotte, N. C.	210	254	72-15	Dallas, Tex.	200	235	72-12
Clarksburg, W. Va.	220*	220*	72-14	Houston, Tex.	250	300	72-15
Columbus, Ga.	201	222	84-14	New Orleans, La.	190	240	66-15
Durham, N. C.	165	229	72-12	Oklahoma City, Okla.	200	220	72-15
Harrisonburg, Va.	150*	160*	..-7				
High Point, N. C.	190	220	84-15	<u>Mountain</u>			
Jacksonville, Fla.	211	272	72-12	Boulder, Colo.	198	216	84-15
Miami, Fla.	223	279	72-18	Colo. Sprgs., Colo.	230	265	84-12
Norfolk, Va.	197	236	48-18	Grand Junction, Colo.	233	300	84-12
Rock Hill, S. C.	200	220	72-14	Laramie, Wyo.	180	245	60-14
St. Petersburg, Fla.	190	220	84-14	Phoenix, Ariz.	258	308	48-15
Sarasota, Fla.	180	210	72-12				
Tampa, Fla.	195	216	72-12	<u>Pacific</u>			
				Bakersfield, Calif.	250	345	72-15
<u>East North Central</u>				Bend, Ore.	260	295	74 2/3-14
Akron, Ohio	220	250	72-12	Berkeley, Calif.	283	310	72-14
Albert Lea, Minn.	214	238	..-12	Bremerton, Wash.	252	262	63-14
Ashtabula, Ohio	253	287	72-12	Chico, Calif.	230	255	72-13
Beloit, Wis.	225	250	72-14	Eugene, Ore.	230	275	72-12
Columbus, Ohio	232	248	56-12	Fresno, Calif.	250	290	72-15
Detroit, Mich.	271	331	63-..	Oakland, Calif.	285*	315*	72-10
Flint, Mich.	272*	303*	63-18	Pittsburg, Calif.	301	301	56-14
Kalamazoo, Mich.	256	273	73-12	Portland, Ore.	245	275	60-21
Madison, Wis.	243	273	72-12	Sacramento, Calif.	266	320	72-15
Marquette, Mich.	198	223	73-14	San Diego, Calif.	232	311	72-18
Milwaukee, Wis.	280	310	72-10	San Francisco, Cal.	285	315	60-10
Pontiac, Mich.	231	261	72-12	Seattle, Wash.	260	280	48-16
St. Paul, Minn.	256	286	65-15				
Traverse City, Mich.	190	210	73 1/2-14	<u>Canada</u>			
Winnetka, Ill.	240	290	72-14	Verdun, Que.	38w	55w	72-15

(Over)



## POLICEMAN

Does general duty police work in the prevention of crime and enforcement of laws; serves as a patrolman in an assigned area; handles traffic control, either on foot or as motorcycle patrolman; makes investigations of crime either in uniform or in plain clothes.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Top			Per Mo.	Top	
Start	Top	Days Vac.	Start	Top	Days Vac.	Start	Top
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	43w	47w	50 $\frac{1}{2}$ -14	Covington, Ky.	231	231	48-10
Brattleboro, Vt.	45w	50w	60- 7	Kingsport, Tenn.	190	240	44-14
Cambridge, Mass.	235*	283*	56-14	Louisville, Ky.	200	248	56-12
Hartford, Conn.	56w	67w	48-12	Paducah, Ky.	190	200	56-15
New London, Conn.	242	262	48-14	<u>West North Central</u>			
Portland, Me.	195	212	48-14	Ames, Iowa	200	237	54-14
Portsmouth, N. H.	208	246	48-12	Atchison, Kan.	170	195	56-15
<u>Middle Atlantic</u>				Fargo, N. D.	195	234	48-12
Buffalo, N. Y.	233	275	48-14	Lincoln, Neb.	187	225	48-12
Carlisle, Pa.	130	158	60-14	St. Louis, Mo.	262	290	56-18
Elmira, N. Y.	241	257	44-21	Sioux Falls, S. D.	193	235	48-12
Mamaroneck, N. Y.	239	289	48-15	University City, Mo.	150	260	48-12
Pittsburgh, Pa.	248	285	40-12	<u>West South Central</u>			
Sewickley, Pa.	220	266	48-14	Alexandria, La.	200	220	48-12
Teaneck, N. J.	208	288	48-15	Amarillo, Tex.	200	235	46-21
Watertown, N. Y.	214*	239*	48-14	Austin, Tex.	210	230	48-15
<u>South Atlantic</u>				Dallas, Tex.	200	235	48-12
Atlanta, Ga.	218	260	48-20	Houston, Tex.	250	300	48-15
Charlotte, N. C.	210	254	48-15	New Orleans, La.	190	240	48-21
Clarksburg, W. Va.	220*	220*	48-14	Oklahoma City, Okla.	200	220	48-15
Columbus, Ga.	201	222	56-14	<u>Mountain</u>			
Durham, N. C.	165	234	56-12	Colo. Sprgs., Colo.	230	265	56-12
Harrisonburg, Va.	165	180	48- 7	Grand Jct., Colo.	233	300	48-12
Highpoint, N. C.	190*	220*	48-12	Laramie, Wyo.	180	245	56-14
Lakeland, Fla.	215	245	48-12	Phoenix, Ariz.	258	308	48-15
Miami, Fla.	223	279	48-18	Tucson, Ariz.	246	286	48-15
Norfolk, Va.	197	236	48-18	<u>Pacific</u>			
Roanoke, Va.	...	240*	51-12	Bakersfield, Calif.	250	345	48-15
Rock Hill, S. C.	200	220	48-14	Bend, Ore.	260	295	48-14
St. Petersburg, Fla.	190	220	48-14	Berkeley, Calif.	283	310	40-14
Sarasota, Fla.	180	230	48-12	Bremerton, Wash.	252	262	40-14
<u>East North Central</u>				Eugene, Ore.	230	275	48-12
Akron, Ohio	220	250	40-12	Fresno, Calif.	250	290	40-15
Albert Lea, Minn.	214	238	48-12	Oakland, Calif.	285	315	44-10
Ashtabula, Ohio	253	287	48-12	Pasadena, Calif.	264	317	40-10
Columbus, Ohio	232	248	40-12	Pittsburg, Calif.	307	307	40-14
Detroit, Mich.	271	331	40-..	Portland, Ore.	245	275	48-15
Flint, Mich.	272	303	48-18	Sacramento, Calif.	266	320	44-15
Kalamazoo, Mich.	256	273	48-12	San Diego, Calif.	232	311	44-18
Madison, Wis.	243	273	48-12	San Francisco, Cal.	285	315	40-10
Marquette, Mich.	208	233	44-12	Seattle, Wash.	260	280	44-16
Milwaukee, Wis.	280	310	44-10	<u>Canada</u>			
Painesville, Ohio	259	281	48-14	La Tuque, Que.	50w	50w	56-14
St. Paul, Minn.	256	293	48-15	Verdun, Que.	34w	54w	48-15
Traverse City, Mich.	190	210	44-14				
Winneka, Ill.	245	300	44-14				



## BUILDING INSPECTOR

Inspects new construction and alterations for possession of permits and conformity with building code requirements in regard to such features as soil conditions for piling, size of excavations, set-backs, foundations, vents, structural columns and beams, materials and the like; secures evidence of violations and makes arrests.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>West North Central</u>			
Bridgeport, Conn.	284	331	35½-12	Kansas City, Mo.	230	280	40-10
Cambridge, Mass.	233*	300*	37½-14	Lincoln, Neb.	205	235	41½-12
Hartford, Conn.	65w	78w	35-10	St. Louis, Mo.	282	310	38-18
Portland, Me.	212	234	40-12	Sioux Falls, S. D.	265	288	44-12
<u>Middle Atlantic</u>				<u>West South Central</u>			
Buffalo, N. Y.	263	279	38-18	Amarillo, Tex.	225	240	42-15
Elmira, N. Y.	...	248*	35½-14	Austin, Tex.	...	400	45-12
Pittsburgh, Pa.	333	333	40-12	Cushing, Okla.	250*	300	48-14
Teaneck, N. J.	300	325	38-12	Dallas, Tex.	275	350	44-12
Watertown, N.Y.	247	277	37½-12	Houston, Tex.	200	315	40-12
<u>South Atlantic</u>				New Orleans, La.	225	300	35-18
Atlanta, Ga.	275	310	41½-11	Oklahoma City, Okla.	215	240	44-15
Charlotte, N. C.	305	345	40-12	<u>Mountain</u>			
Columbus, Ga.	...	350	44-14	Colo. Sprgs., Colo.	240	280	44-12
Durham, N. C.	250	...	42-12	Grand Jct., Colo.	...	250*	42-12
High Point, N. C.	250	300	44-12	Phoenix, Ariz.	298	353	40-15
Jacksonville, Fla.	300	315	40-12	Tucson, Ariz.	353	453	39-15
Lakeland, Fla.	350	360	44-12	<u>Pacific</u>			
Miami, Fla.	351	438	44-10	Bakersfield, Calif.	287	360	38-12
Norfolk, Va.	216	259	44-18	Berkeley, Calif.	295	355	40-14
Roanoke, Va.	...	352*	41-12	Bremerton, Wash.	285	335	39-14
Rock Hill, S. C.	254*	...	48-14	Eugene, Ore.	290	330	44-12
St. Petersburg, Fla.	220	270	40-14	Fresno, Calif.	340	340	40-15
Sarasota, Fla.	216	250	38-12	Oakland, Calif.	295	360	37½-10
Tampa, Fla.	350	350	41-12	Pasadena, Calif.	276	331	40-10
<u>East North Central</u>				Pittsburg, Calif.	368	368	40-14
Akron, Ohio	260	290	40-12	Portland, Ore.	265	285	40-10
Albert Lea, Minn.	249	286	44-12	Sacramento, Calif.	308	370	40-15
Beloit, Wis.	260*	300*	44-14	San Diego, Calif.	296	360	40-15
Columbus, Ohio	298	320	38½-12	San Francisco, Cal.	390	470	40-10
Detroit, Mich.	353	379	40-10	Seattle, Wash.	315	340	40-12
Flint, Mich.	275	305	41-12	Stockton, Calif.	394	491	37½-12
Kalamazoo, Mich.	...	370	41½-12	<u>Canada</u>			
Madison, Wis.	289	349	39-12	Shawinigan Falls, Que.	195	225	35½-12
Milwaukee, Wis.	325	340	40-10	Verdun, Que.	35w	59w	35-14
Pontiac, Mich.	256	286	40-12				
St. Paul, Minn.	370	370	40-15				
<u>East South Central</u>							
Covington, Ky.	251	251	40-10				
Kingsport, Tenn.	250*	350*	44-14				
Louisville, Ky.	208*	243*	39-12				
Paducah, Ky.	210	210	41-12				

(Over)



## PLUMBING INSPECTOR

Makes periodic inspections of private waste disposal systems; review, for conformity with regulations, plans for steam, gas, water supply and waste disposal installations in commercial, industrial and residential buildings, and suggests modifications; makes inspections of construction work to secure conformance with approved designs and plans and to insure use of proper materials; secures evidence of violations and makes arrests.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Bridgeport, Conn.	284	331	35½-12	Covington, Ky.	251	251	40-10
Cambridge, Mass.	233*	300*	37½-14	Louisville, Ky.	208*	243*	39-12
Hartford, Conn.	65w	78w	35-10	Paducah, Ky.	250	250	40-12
New London, Conn.	242	257	40-10				
Portland, Me.	223	245	40-12	<u>West North Central</u>			
				Ames, Iowa	...	275	44-14
<u>Middle Atlantic</u>				Kansas City, Mo.	230	280	40-10
Buffalo, N. Y.	263	279	38-18	Lincoln, Neb.	205	235	41½-12
Elmira, N. Y.	...	301*	35½-14	St. Louis, Mo.	282	310	38-18
Pittsburgh, Pa.	360	360	40-12	Sioux Falls, S. D.	243	288	44-12
Teaneck, N. J.	264	312	38-12				
Watertown, N. Y.	227	273	35½-12	<u>West South Central</u>			
				Alexandria, La.	250	300	40-12
<u>South Atlantic</u>				Amarillo, Tex.	235	265	42-15
Atlanta, Ga.	267	295	41½-11	Austin, Tex.	...	320	44-12
Charlotte, N. C.	305	345	40-12	Cushing, Okla.	250*	280	48-14
Columbus, Ga.	...	225	44-14	Dallas, Tex.	275	350	44-12
Durham, N. C.	200	275	42-12	Houston, Tex.	200	315	40-12
High Point, N. C.	210	235	44-12	New Orleans, La.	225	300	35-18
Jacksonville, Fla.	300	350	40-12	Oklahoma City, Okla.	250	250	44-15
Lakeland, Fla.	185	195	44-12				
Miami, Fla.	383*	479*	48-18	<u>Mountain</u>			
Norfolk, Va.	216	259	44-18	Colo. Sprgs., Colo.	220	260	44-12
Roanoke, Va.	...	270*	41-12	Laramie, Wyo.	...	215	44-14
St. Petersburg, Fla.	220	270	40-14	Phoenix, Ariz.	298	353	40-15
Sarasota, Fla.	170	235	38-12	Tucson, Ariz.	303	363	39-15
Tampa, Fla.	318	318	41-12				
				<u>Pacific</u>			
<u>East North Central</u>				Bakersfield, Calif.	287	360	38-12
Akron, Ohio	260	290	40-12	Bremerton, Wash.	240	290	39-14
Beloit, Wis.	260	300	44-14	Eugene, Ore.	285	320	44-12
Columbus, Ohio	298	320	38½-12	Fresno, Calif.	...	365	40-15
Detroit, Mich.	353	379	40-10	Oakland, Calif.	295	360	40-10
Flint, Mich.	275	305	41-12	Pasadena, Calif.	276	331	40-10
Kalamazoo, Mich.	...	303	41½-12	Portland, Ore.	265	285	40-10
Madison, Wis.	289	349	39-12	Sacramento, Calif.	339	406	40-15
Milwaukee, Wis.	325	340	40-10	San Diego, Calif.	296	360	40-15
Pontiac, Mich.	256	286	40-12	San Francisco, Cal.	390	470	40-10
St. Paul, Minn.	370	370	40-15	Seattle, Wash.	315	330	40-12
				Stockton, Calif.	352	439	37½-12
				<u>Canada</u>			
				Verdun, Que.	35w	64w	35-14